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ABSTRACT

Salary data for full-time faculty in 46 selected disciplines at 440 private colleges and universities are presented based on the 1985-86 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities. Information was collected on salaries for 38,890 faculty members employed at 440 private colleges and universities. Definitions of study variables are provided, including average salary, high salary, and low salary. For each discipline and major field, statistical tables provide salary data for five faculty ranks. Examples of the type of analyses that are possible using the data available are included. Three appendixes, comprising three-fourths of the document, include a list of the 46 disciplines and major fields, including codes that refer to the National Center for Education Statistics' Classification of Instructional Programs and the Higher Education General Information System (HEGIS) Taxonomy; data tables; and a list of participating institutions. (SW)

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1985-86 national faculty salary survey by discipline and rank

in private colleges and universities

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
11 Dupont Circle, Suite 120
Washington, DC 20036

In Conjunction With

APPALACHIAN STATE UNIVERSITY
Boone, North Carolina 28608

The College and University Personnel Association is an international network of some 4,000 personnel administrators representing over 1,300 colleges and universities. Through regular and special publications and studies, CUPA aims to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Other services include annual conferences, regional meetings, and seminars on timely topics of special interest to the personnel profession.

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This CUPA 1985-86 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities has been a collegial undertaking in the best sense of the term. The College and University Personnel Association, headquartered in Washington, DC, cooperated with Appalachian State University in Boone, North Carolina to produce this report.

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Finally, very special thanks go to those 440 private college and university presidents and chancellors who participated in this study.

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INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire, along with rationale, instructions, and definitions. They sent the questionnaire to colleagues in 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State to gather similar data best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Later, during 1982-83, a similar-type study, but with many more disciplines/program areas, was mounted for private colleges and universities with 299 participating. Subsequently, 355 private colleges and universities participated in 1983-84, 446 participated in 1984-85, and 440 participated this academic year, 1985-86. In all, over the period of four years (1982-83 through 1985-86), 1,540 private colleges and universities have participated in the CUPA national faculty salary surveys by discipline and rank. One hundred twenty-five (125) institutions have participated in each of the four years of the survey.

This 1985-86 survey is a further step in the long-term plan to collect as complete information about faculty salaries as is possible. Sustaining collection of data on the same number of disciplines and institutions over a number of years will eventually establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1985-86), the survey is conducted every fall semester and includes most of the 50 two-digit program areas in A Classification of Instructional Programs and many of the four- and six-digit areas. The results will be released at the beginning of each new year so that these more current data can be effectively used by line administrators in a timely fashion.

For the second straight year information was collected from participating colleges and universities which held collective bargaining contracts with their faculty. It is anticipated that this will

continue and, thus, provide important salary data with which to compare to institutions not having collective bargaining contracts.

Also, for the second straight year we are listing, in APPENDIX C, the names of all the participating institutions for each of the four years of the survey. We encourage institutions to participate each year so we can provide them with relevant trend data in addition to the special studies that can be requested for a nominal charge.

The reader's comments, suggestions, and questions are appreciated at any time.

The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. These data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary allocation with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this study.

Applications

This survey effort attempts to address these needs by collecting data on 46 disciplines and comparing faculty ranks and average, low, and high salaries across these disciplines. The disciplines selected for this survey are those, it is hoped, that are most likely to be taught in the 440 private college and universities which participated in the survey.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member needs to know what to request, based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of

geographical location, enrollment, budget and FTE of students, an institution can request "special studies" comparing itself with a group of peers--10 or more institutions--using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special studies data are aggregate data of 10 or more institutions with three or more data elements in each cell.

For the second straight year, participating institutions may request, for a nominal fee, percentile rank (PR) studies which will provide any participating institution with both a percentile ranking for each discipline and each rank in each discipline in comparison with 10 or more other participating institutions. Most importantly, we will be able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR--e.g., from a 40 PR to a 50 PR. This application of percentile ranking, we believe, will become an important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

Finally, for the first time this year, those 193 institutions which participated in the first (1982-83) and fourth (1985-86) surveys may request salary-trend studies by selected discipline(s) and/or by all disciplines in the study(ies) comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more. Of course, other institutions which have participated in at least one of the four surveys may have their data compared with the trend data in any configuration they recommend of 10 or more institutions. (Please know that only cells with three or more data elements are used.) Institutions which have not participated in any of the four studies may still request salary data of 10 or more institutions which have participated in any one or more of the four years of the annual study.

SURVEY RESULTS

Methodology

This CUPA 1985-86 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities collected and tabulated full-time salary data for faculty in 46 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy and/or by A Classification of Instructional Programs (CIP), 1981 (see Appendix A). The survey results are found in Appendix B--The Data Tables. Data for 38,890 faculty members at 440 private institutions (see Appendix C) were collected and tabulated.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY--based on a nine- or ten-month academic year salary of full-time faculty only--does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and prequisites are not included in the salary data.

AVERAGE SALARY--based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY--The highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY--the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT--the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor

implies that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR--for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.10 for assistant professors of mathematics is 10 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

NUM--the number of faculty members whose salaries were included to compute the average salary.

N/IS--the number of institutions that have reported salary data for a given academic rank and discipline/major field.

PARTICIPATING INSTITUTIONS--the number of institutions responding to the survey questionnaire.

NEW ASST PROF--the grouping of assistant professors who were hired for the first time in the Fall of 1985. All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS and COMMUNICATIONS.

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS 0517

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	41695	202	99	31941	239	130	26757	300	138	25509	48	42	21997	54	46	31787	795	210
HIGH SALARY	75500			62400			43000			40000			35600			75500		
LOW SALARY	21450			14652			16620			17425			14000			14000		
FAC MIX PCT	0.25			0.30			0.38			0.06			0.07			1.00		
SALARY FACTOR	1.09			1.09			1.11			1.09			1.13			1.07		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 0600

AVERAGE SALARY	34277	172	84	28993	269	110	22632	335	134	22422	65	45	18846	113	68	26328	889	193
HIGH SALARY	62630			45000			37500			30000			30525			62630		
LOW SALARY	14364			12120			11124			16500			11000			11000		
FAC MIX PCT	0.18			0.30			0.38			0.07			0.13			1.00		
SALARY FACTOR	0.89			0.99			0.94			0.96			0.96			0.88		

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty was somewhat lower for BUSINESS ECONOMICS (BE) as compared to COMMUNICATIONS (C) but the number of institutions for BUSINESS ECONOMICS was somewhat higher:

	NUM	N/IS
BE	795	210
C	889	193

2. Average Salary. The average salary for every rank in BUSINESS ECONOMICS is higher than that in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	41695	31941	26757	25509	21997	31787
C	34277	28993	22632	22422	18846	26328

3. High and Low Salaries. For every rank in BUSINESS ECONOMICS the "high salary" is higher than in COMMUNICATIONS, and the "low salary" is also higher for BUSINESS ECONOMICS than it is for COMMUNICATIONS:

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	75500	62400	43000	40000	35600	75500
C	62630	45000	37500	30000	30525	62630

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	21450	14652	16620	17425	14000	14000
C	14364	12120	11124	16500	11000	11000

4. Faculty Mix Percentage. The two disciplines are more similar than not when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, in BUSINESS ECONOMICS 25 percent of the faculty hold the rank of PROFESSOR, compared with COMMUNINICATIONS where 19 percent of the faculty hold the rank of PROFESSOR. The comparisons for all ranks between the two major fields are as follows (note that NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	0.25	0.30	0.38	0.06	0.07	1.00
C	0.19	0.30	0.38	0.07	0.13	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "new" major field and an "old" one and also how these differences compare with the overall average of all major fields in the study. The comparisons for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are as follows:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.07	.21	.51	.05	.21	1.00
PR	.41	.31	.25	.04	.03	1.00
AMF	.31	.31	.30	.04	.07	1.00

5. Salary Factor. This variable permits comparisons between the average salary of a faculty member in a given rank and the average salary of all faculty members in that rank in all reporting institutions. A constant number--100 percent--represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS (BE) the average salary of PROFESSOR is 9 percent above the average salary of all PROFESSORS from the reporting institutions and is 20 percent above the average salary of PROFESSORS in COMMUNICATIONS (C). The data also show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.09	1.09	1.11	1.09	1.13	1.07
C	0.89	0.99	0.94	0.96	0.96	0.88

APPENDIX A

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*The numbers after the selected major fields are "crosswalks" between the CIP classification (A Classification of Instructional Programs, National Center for Education Statistics, 1981) and the HEGIS Taxonomy. The numbers immediately after each dash are those of the new classification and those in parentheses are of the HEGIS Taxonomy. Both sets of numbers refer to the same discipline or major field, of course.

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FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODU 0100

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	44772	9	4	27723	9	8	26034	18	10	23000	3	3	15125	2	1	30298	38	14
HIGH SALARY	65280			45700			38175			27500			16500			65280		
LOW SALARY	23700			18700			17800			20500			13750			13750		
FAC MIX PCT	0.24			0.24			0.47			0.08			0.05			1.00		
SALARY FACTOR	1.17			0.95			1.08			0.98			0.77			1.02		

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN 0200

AVERAGE SALARY	39825	86	17	30666	108	17	24979	60	18	23828	4	3	18663	11	4	31852	265	21
HIGH SALARY	62776			46500			37583			25000			22500			62776		
LOW SALARY	24258			15975			16000			21312			10000			10000		
FAC MIX PCT	0.32			0.41			0.23			0.02			0.04			1.00		
SALARY FACTOR	1.04			1.05			1.04			1.02			0.96			1.07		

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES 0300

AVERAGE SALARY	41978	43	15	31179	48	20	25550	38	12	23675	4	2	19900	1	1	33018	130	27
HIGH SALARY	62683			53673			32583			25000			19900			62683		
LOW SALARY	21600			18342			21700			22000			19900			18342		
FAC MIX PCT	0.33			0.37			0.29			0.03			0.01			1.00		
SALARY FACTOR	1.09			1.07			1.06			1.01			1.02			1.11		

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: LIFE SCIENCES 0400

AVERAGE SALARY	37438	724	259	28631	599	258	23169	458	223	21737	68	59	18312	46	38	30491	1827	330
HIGH SALARY	120000			92900			76500			30000			26250			120000		
LOW SALARY	18261			14652			11000			15500			12000			11000		
FAC MIX PCT	0.40			0.33			0.25			0.04			0.03			1.00		
SALARY FACTOR	0.98			0.98			0.96			0.93			0.94			1.02		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT 0500

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	44370	273	80	34283	336	88	28248	414	112	28587	70	42	23402	91	46	33623	1114	144
HIGH SALARY	89504			59000			54121			43500			44000			89504		
LOW SALARY	16700			16827			14652			16915			14000			14000		
FAC MIX PCT	0.25			0.30			0.37			0.06			0.08			1.00		
SALARY FACTOR	1.16			1.17			1.18			1.22			1.20			1.13		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING 0502

AVERAGE SALARY	41903	154	81	33701	275	134	27479	348	164	27204	40	34	21612	102	75	31271	879	231
HIGH SALARY	68000			53170			45400			41000			38000			68000		
LOW SALARY	17691			13502			14307			15000			10000			10000		
FAC MIX PCT	0.18			0.31			0.40			0.05			0.12			1.00		
SALARY FACTOR	1.09			1.15			1.14			1.16			1.11			1.05		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEM 0506

AVERAGE SALARY	44056	326	122	34020	517	156	28071	542	183	29030	86	62	22568	147	78	32952	1532	234
HIGH SALARY	90000			64000			51000			44800			47500			90000		
LOW SALARY	17000			16000			12410			17104			12589			12410		
FAC MIX PCT	0.21			0.34			0.35			0.06			0.10			1.00		
SALARY FACTOR	1.15			1.16			1.17			1.24			1.16			1.11		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL AND RELATED PROGRAMS 0514

AVERAGE SALARY	30746	4	3	24566	22	16	20828	36	26				16774	16	11	21559	78	41
HIGH SALARY	33980			35397			38000						23128			38000		
LOW SALARY	27650			17712			13998						11580			11580		
FAC MIX PCT	0.05			0.28			0.46						0.21			1.00		
SALARY FACTOR	0.80			0.84			0.87						0.86			0.72		

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FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS 0517

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	41695	202	99	31941	239	130	26757	300	139	25509	49	42	21997	54	46	31787	795	210
HIGH SALARY	75500			62400			43000			40000			35600			75500		
LOW SALARY	21450			14652			16620			17425			14000			14000		
FAC MIX PCT	0.25			0.30			0.38			0.06			0.07			1.00		
SALARY FACTOR	1.09			1.09			1.11			1.09			1.13			1.07		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 0600

AVERAGE SALARY	34277	172	84	28993	269	110	22632	335	134	22422	65	45	18846	113	68	26328	889	193
HIGH SALARY	62630			45000			37500			30000			30525			62630		
LOW SALARY	14364			12120			11124			16500			11000			11000		
FAC MIX PCT	0.19			0.30			0.38			0.07			0.13			1.00		
SALARY FACTOR	0.89			0.99			0.94			0.96			0.96			0.88		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION TECHNOLOGIES 0605

AVERAGE SALARY	34794	14	11	32680	23	11	24260	50	22	25061	14	7	18538	11	10	27099	98	31
HIGH SALARY	45360			52268			33469			33000			23000			52268		
LOW SALARY	25000			18700			15799			18047			15000			15000		
FAC MIX PCT	0.14			0.23			0.51			0.14			0.11			1.00		
SALARY FACTOR	0.91			1.12			1.01			1.07			0.95			0.91		

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTER & INFO SCIENCE 0700

AVERAGE SALARY	42273	142	81	31705	299	123	26967	442	188	26363	86	64	21789	143	96	29744	1026	259
HIGH SALARY	95400			54000			42000			42000			33818			95400		
LOW SALARY	17242			14802			14000			16834			13494			13494		
FAC MIX PCT	0.14			0.29			0.43			0.08			0.14			1.00		
SALARY FACTOR	1.10			1.08			1.12			1.13			1.12			1.00		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION 0800

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	34564	336	138	27902	395	147	22161	350	157	21246	54	48	18599	69	47	27543	1150	224
HIGH SALARY	71000			46100			34500			27000			28818			71000		
LOW SALARY	17080			15000			14000			16000			11000			11000		
FAC MIX PCT	0.29			0.34			0.30			0.05			0.06			1.00		
SALARY FACTOR	0.90			0.95			0.92			0.91			0.95			0.93		

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS 0801

AVERAGE SALARY	30451	164	88	26457	163	91	21726	142	81	20611	21	17	17416	19	14	26070	488	138
HIGH SALARY	48258			42684			33365			25000			22250			48258		
LOW SALARY	18000			16444			15450			17000			12000			12000		
FAC MIX PCT	0.34			0.33			0.29			0.04			0.04			1.00		
SALARY FACTOR	0.79			0.90			0.90			0.88			0.89			0.88		

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION ADMINISTRATION 0805

AVERAGE SALARY	37339	20	11	28276	16	9	26814	8	6	25075	1	1	20215	3	3	31369	47	18
HIGH SALARY	61916			46360			33500			25075			21772			61916		
LOW SALARY	20098			19550			17710			25075			19368			17710		
FAC MIX PCT	0.43			0.34			0.17			0.02			0.06			1.00		
SALARY FACTOR	0.97			0.97			1.12			1.07			1.04			1.05		

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION 0808

AVERAGE SALARY	33305	19	15	25466	46	33	21538	40	27	21178	6	5	18053	13	10	24580	118	55
HIGH SALARY	46520			33890			28080			25500			21000			46520		
LOW SALARY	20686			15000			17520			19570			14825			14825		
FAC MIX PCT	0.16			0.39			0.34			0.05			0.11			1.00		
SALARY FACTOR	0.87			0.87			0.90			0.90			0.92			0.83		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING AND PERSONNEL SE 0826

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	37024	34	11	29402	32	13	24436	14	10	21000	1	1	20984	3	3	31382	83	19
HIGH SALARY	47853			36905			30261			21000			23760			47853		
LOW SALARY	26400			24372			20100			21000			16273			16273		
FAC MIX PCT	0.41			0.39			0.17			0.01			0.04			1.00		
SALARY FACTOR	0.97			1.01			1.02			0.90			1.07			1.05		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION 0829

AVERAGE SALARY	42649	24	9	33432	48	12	23849	23	9	22510	4	3	20610	4	3	32922	99	17
HIGH SALARY	59000			46360			30090			26000			21900			59000		
LOW SALARY	30018			17665			18000			18000			20000			17665		
FAC MIX PCT	0.24			0.48			0.23			0.04			0.04			1.00		
SALARY FACTOR	1.11			1.14			0.99			0.96			1.06			1.11		

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION 0830

AVERAGE SALARY	38692	18	4	29985	25	13	22083	19	13	20000	2	2	16700	11	9	28073	73	27
HIGH SALARY	55600			40200			32400			21000			20050			55600		
LOW SALARY	26849			16472			14000			19000			12500			12500		
FAC MIX PCT	0.25			0.34			0.26			0.03			0.15			1.00		
SALARY FACTOR	1.01			1.03			0.92			0.85			0.86			0.94		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION 0835

AVERAGE SALARY	33691	177	106	27656	346	164	23007	420	182	21571	23	21	18737	237	110	25115	1180	255
HIGH SALARY	64200			52899			52000			29000			34702			64200		
LOW SALARY	19047			13789			11845			16500			12000			11845		
FAC MIX PCT	0.15			0.29			0.36			0.02			0.20			1.00		
SALARY FACTOR	0.88			0.95			0.96			0.92			0.96			0.84		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING 0900

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	47141	992	57	34588	662	58	30066	555	56	29938	93	35	22632	71	25	38576	2280	63
HIGH SALARY	98700			64000			42500			41000			31400			98700		
LOW SALARY	21600			14150			15662			16708			11700			11700		
FAC MIX PCT	0.44			0.29			0.24			0.04			0.03			1.00		
SALARY FACTOR	1.23			1.18			1.25			1.28			1.16			1.30		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS 1000

AVERAGE SALARY	35233	151	45	27568	219	61	22745	168	62	22326	15	15	18632	40	26	27550	578	95
HIGH SALARY	83500			44290			37750			27500			25700			83500		
LOW SALARY	19169			16624			16000			16000			13200			13200		
FAC MIX PCT	0.26			0.38			0.29			0.03			0.07			1.00		
SALARY FACTOR	0.92			0.94			0.95			0.95			0.95			0.93		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE ARTS 1002

AVERAGE SALARY	34743	289	139	26755	392	172	22074	297	155	20934	40	28	18576	61	46	27158	1039	253
HIGH SALARY	80127			40687			33900			28000			27181			80127		
LOW SALARY	16537			13909			10000			13250			13500			10000		
FAC MIX PCT	0.28			0.38			0.29			0.04			0.06			1.00		
SALARY FACTOR	0.91			0.91			0.92			0.89			0.95			0.91		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC 1005

AVERAGE SALARY	33000	515	207	25855	519	215	21826	510	225	21329	43	37	18588	116	81	26326	1660	301
HIGH SALARY	83500			41307			40500			41000			42000			83500		
LOW SALARY	16537			14947			12000			12000			13190			12000		
FAC MIX PCT	0.31			0.31			0.31			0.03			0.07			1.00		
SALARY FACTOR	0.86			0.88			0.91			0.91			0.95			0.88		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS 1007

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	35313	124	72	27290	162	98	22541	204	112	21103	42	34	18880	59	48	26433	549	182
HIGH SALARY	52990			40268			34102			30240			30925			52990		
LOW SALARY	21110			13932			13950			13950			10000			10000		
FAC MIX PCT	0.23			0.30			0.37			0.08			0.11			1.00		
SALARY FACTOR	0.92			0.93			0.94			0.90			0.97			0.89		

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES 1100

AVERAGE SALARY	36492	508	197	28311	610	214	22832	559	200	20987	79	53	19180	177	85	28029	1854	303
HIGH SALARY	85000			47669			39930			27000			31500			85000		
LOW SALARY	18360			14558			9333			16000			11700			9333		
FAC MIX PCT	0.27			0.33			0.30			0.04			0.10			1.00		
SALARY FACTOR	0.95			0.97			0.95			0.90			0.98			0.94		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING 1203

AVERAGE SALARY	35475	120	60	28040	379	113	22462	944	145	22165	95	55	19241	391	100	23779	1834	154
HIGH SALARY	51680			45260			43333			30000			29350			51680		
LOW SALARY	15600			16000			13527			14000			10000			10000		
FAC MIX PCT	0.07			0.21			0.51			0.05			0.21			1.00		
SALARY FACTOR	0.92			0.96			0.94			0.95			0.99			0.80		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: AUDIOLOGY AND SPEECH PATHOLOGY 1220

AVERAGE SALARY	39691	24	15	29783	35	17	24918	30	18	26600	5	4	19376	15	8	29165	104	26
HIGH SALARY	50350			42100			34500			30000			25000			50350		
LOW SALARY	24520			20000			14154			21000			13013			13013		
FAC MIX PCT	0.23			0.34			0.29			0.05			0.14			1.00		
SALARY FACTOR	1.03			1.02			1.04			1.14			0.99			0.98		

FACULTY SALARY SURVEY

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS 1300

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	34121	20	13	25542	57	33	21635	111	48	21339	9	6	17613	44	28	22908	232	66
HIGH SALARY	50897			37243			29498			25000			22500			50897		
LOW SALARY	24458			18200			13733			16500			12912			12912		
FAC MIX PCT	0.09			0.25			0.48			0.04			0.19			1.00		
SALARY FACTOR	0.89			0.87			0.90			0.91			0.90			0.77		

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS 1500

AVERAGE SALARY	35830	827	248	27466	704	244	22080	651	228	20407	111	78	18273	207	99	28097	2389	298
HIGH SALARY	80000			45175			34102			30000			30000			80000		
LOW SALARY	16398			15294			13000			13800			11500			11500		
FAC MIX PCT	0.35			0.29			0.27			0.05			0.09			1.00		
SALARY FACTOR	0.93			0.94			0.92			0.87			0.94			0.94		

DISCIPLINE: LETTERS
MAJOR FIELD: PHILOSOPHY AND RELIGION 1509

AVERAGE SALARY	34657	709	263	27506	527	224	22238	435	206	20502	74	62	18443	50	46	28857	1721	341
HIGH SALARY	74250			48815			36341			26000			23520			74250		
LOW SALARY	15355			15330			12545			13000			12474			12474		
FAC MIX PCT	0.41			0.31			0.25			0.04			0.03			1.00		
SALARY FACTOR	0.90			0.94			0.93			0.88			0.94			0.97		

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES 1600

AVERAGE SALARY	35922	24	15	27318	44	24	21333	46	27	23750	5	4	17995	25	20	25146	139	42
HIGH SALARY	49573			38665			28840			25000			28745			49573		
LOW SALARY	22086			17751			15270			21750			12000			12000		
FAC MIX PCT	0.17			0.32			0.33			0.04			0.18			1.00		
SALARY FACTOR	0.94			0.93			0.89			1.01			0.92			0.84		

FACULTY SALARY SURVEY

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS 1700

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	38825	667 237	29240	612 245	24135	590 238	24168	94 67	18951	219 139	29780	2088 362
HIGH SALARY	98000		55000		38100		38000		31500		98000	
LOW SALARY	15233		14802		13050		14700		10665		10665	
FAC MIX PCT	0.32		0.29		0.28		0.05		0.10		1.00	
SALARY FACTOR	1.01		1.00		1.00		1.03		0.97		1.00	

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCE 1900

AVERAGE SALARY	39477	87 30	29259	45 24	23655	46 25	20079	7 6	15926	7 6	32166	185 57
HIGH SALARY	72000		46200		31300		24165		18702		72000	
LOW SALARY	18832		16905		15435		17086		11600		11600	
FAC MIX PCT	0.47		0.24		0.25		0.04		0.04		1.00	
SALARY FACTOR	1.03		1.00		0.99		0.86		0.82		1.08	

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS 1902

AVERAGE SALARY	41943	508 155	30329	277 152	25097	220 121	23798	37 35	18736	19 19	34751	1024 243
HIGH SALARY	77000		49200		35758		30000		36900		77000	
LOW SALARY	19440		15000		17675		18000		12912		12912	
FAC MIX PCT	0.50		0.27		0.21		0.04		0.02		1.00	
SALARY FACTOR	1.09		1.04		1.05		1.02		0.96		1.17	

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL 1905

AVERAGE SALARY	38939	778 277	28554	390 216	23464	322 182	23279	56 49	18613	37 33	32531	1527 342
HIGH SALARY	115650		48000		37000		37000		24000		115650	
LOW SALARY	15966		17172		16000		16920		12000		12000	
FAC MIX PCT	0.51		0.26		0.21		0.04		0.02		1.00	
SALARY FACTOR	1.02		0.98		0.98		0.99		0.95		1.09	

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGICAL SCIENCES 1914

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	42409	103	48	32402	63	39	25647	62	42	24323	8	8	18000	2	2	34937	230	65
HIGH SALARY	80000			46200			37200			33500			21000			80000		
LOW SALARY	20577			21035			18000			21000			15000			15000		
FAC MIX PCT	0.45			0.27			0.27			0.03			0.01			1.00		
SALARY FACTOR	1.11			1.11			1.07			1.04			0.92			1.17		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY 2000

AVERAGE SALARY	37709	556	226	28246	589	255	22929	466	235	21742	68	59	17640	32	29	29733	1643	345
HIGH SALARY	110000			51000			39020			32000			22260			110000		
LOW SALARY	17832			16452			14652			16000			12000			12000		
FAC MIX PCT	0.34			0.36			0.28			0.04			0.02			1.00		
SALARY FACTOR	0.98			0.97			0.95			0.93			0.90			1.00		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES 2200

AVERAGE SALARY	40897	275	63	29295	243	79	24267	256	91	23294	34	24	20043	37	24	31220	811	122
HIGH SALARY	81200			49500			39374			30250			28200			81200		
LOW SALARY	18179			14592			15012			17000			12232			12232		
FAC MIX PCT	0.34			0.30			0.32			0.04			0.05			1.00		
SALARY FACTOR	1.07			1.00			1.01			1.00			1.03			1.05		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY 2202

AVERAGE SALARY	42871	60	31	31193	71	42	24658	64	41	23490	11	8	17070	4	4	32328	199	72
HIGH SALARY	72035			48400			29600			27000			18755			72035		
LOW SALARY	23970			20174			18150			18150			15366			15366		
FAC MIX PCT	0.30			0.36			0.32			0.06			0.02			1.00		
SALARY FACTOR	1.12			1.07			1.03			1.00			0.87			1.09		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY 2205

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	36940	695	271	28727	463	208	22757	320	181	20658	43	39	18477	35	30	30999	1513	332
HIGH SALARY	86200			47520			34797			29000			26756			86200		
LOW SALARY	17748			10900			10000			10000			11700			10000		
FAC MIX PCT	0.46			0.31			0.21			0.03			0.02			1.00		
SALARY FACTOR	0.96			0.98			0.95			0.88			0.95			1.04		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY 2206

AVERAGE SALARY	37121	39	20	30342	27	15	24709	21	13	20750	2	2	17415	4	4	31379	91	32
HIGH SALARY	68000			43800			27850			22000			21500			68000		
LOW SALARY	21524			23360			19425			19500			12600			12600		
FAC MIX PCT	0.43			0.30			0.23			0.02			0.04			1.00		
SALARY FACTOR	0.97			1.04			1.03			0.89			0.89			1.05		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE 2207

AVERAGE SALARY	39385	365	166	29368	335	159	23271	270	143	21724	47	43	19677	39	34	30985	1009	246
HIGH SALARY	86200			47721			37605			30000			26000			86200		
LOW SALARY	18000			12846			13136			14667			12912			12846		
FAC MIX PCT	0.36			0.33			0.27			0.05			0.04			1.00		
SALARY FACTOR	1.03			1.00			0.97			0.93			1.01			1.04		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY 2208

AVERAGE SALARY	36310	286	161	27404	406	213	22733	300	171	21353	41	36	19319	38	28	28218	1030	299
HIGH SALARY	67017			41500			33500			26500			25200			67017		
LOW SALARY	17172			14652			12912			17500			12000			12000		
FAC MIX PCT	0.28			0.39			0.29			0.04			0.04			1.00		
SALARY FACTOR	0.95			0.94			0.95			0.91			0.99			0.95		

FACULTY SALARY SURVEY

DISCIPLINE: THEOLOGY
MAJOR FIELD: THEOLOGY 2300

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	35863	414	83	28072	301	87	23873	246	90	22572	30	20	20231	49	28	29862	1010	118
HIGH SALARY	62300			44000			46960			31500			33000			62300		
LOW SALARY	16800			11940			12891			18500			7200			7200		
FAC MIX PCT	0.41			0.30			0.24			0.03			0.05			1.00		
SALARY FACTOR	0.94			0.96			0.99			0.96			1.04			1.00		

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES 4900

AVERAGE SALARY	35816	44	15	26115	77	16	20306	109	19	21217	19	6	17490	12	7	24834	242	32
HIGH SALARY	65250			39000			29400			26000			25000			65250		
LOW SALARY	18908			18000			16364			17160			15700			15700		
FAC MIX PCT	0.18			0.32			0.45			0.08			0.05			1.00		
SALARY FACTOR	0.93			0.89			0.85			0.91			0.90			0.83		

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

AVERAGE SALARY	38355	12121		29242	12024		24015	11859		23407	1709		19530	2886		29768	38890	
HIGH SALARY	120000			92900			76500			44800			47500			120000		
LOW SALARY	14364			10900			9333			10000			7200			7200		
FAC MIX PCT	0.31			0.31			0.30			0.04			0.07			1.00		
SALARY FACTOR	1.00			1.00			1.00			1.00			1.00			1.00		

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APPENDIX C

LIST OF PARTICIPATING INSTITUTIONS

	82-83	83-84	84-85	85-86
Abilene Christian University (TX)		*	*	
Adelphi University (NY)	*		**	**
Adrian College (MI)		*		
Agnes Scott College (GA)			*	*
Alabama Christian College (AL)	*			
ALBERTUS MAGNUS COLLEGE (CT)	*	*	*	*
Albion College (MI)		*		
Alderson-Broaddus College (WV)		*	*	*
ALFRED UNIVERSITY (NY)	*	*	*	*
Allegheny College (PA)				*
Allentown College of St. Francis de Sales (PA)	*		*	*
Alliance College (PA)				*
ALMA COLLEGE (MI)	*	*	*	*
ALVERNO COLLEGE (WI)	*	*	*	*
American College, The (PA)		*	*	*
American Graduate School of International Management (AR)	*		*	
American Technological University (TX)	*		*	*
AMERICAN UNIVERSITY, THE (DC)	*	*	*	*
Amherst College (MA)			*	*
Andover Newton Theological School (MA)			*	*
ANNA MARIA COLLEGE (MA)	*	*	*	*
Appalachian Bible College (WV)			*	
AQUINAS COLLEGE (MI)	*	*	*	*
Aquinas Institute (MO)				*
Arkansas College (AR)		*	*	*
Art Academy of Cincinatti (OH)			*	
Asbury College (KY)		*	*	*
Assumption College (MA)		*		*
Atlanta University, The (GA)			*	
Atlantic Christian College (NC)	*			
Augsburg College (MN)		*	*	*
Augustana College (IL)			*	*
Augustana College (SD)	*	*		
AURORA UNIVERSITY (IL)	*	*	*	*
Austin College (TX)			*	
Austin Presbyterian Theological Seminary (TX)			*	

Those institutions listed in CAPITAL LETTERS have participated in each of the four years of the survey.

**The "double star" symbol denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not requested until the 1984-85 survey, and is continued with this 1985-86 survey.

Participating Institutions (continued):	82-83	83-84	84-85	85-86
AVERETT COLLEGE (VA)	*	*	*	*
AVILA COLLEGE (MO)	*	*	*	*
AZUSA PACIFIC UNIVERSITY (CA)	*	*	*	*
BABSON COLLEGE (MA)	*	*	*	*
Baker University (KS)	*		*	*
Baldwin-Wallace College (OH)				*
Baptist Bible Institute (FL)				*
Baptist College at Charleston (SC)			*	
Bard College (NY)		*	**	**
Barnard College (NY)	*	*		*
Barrington College (RI)		*		
BARRY UNIVERSITY (FL)	*	*	*	*
Bartlesville Wesleyan College (OK)				*
Beaver College (PA)		*	*	*
Bellarmine College (KY)	*	*		*
Belmont Abbey College (NC)				*
Beloit College (WI)		*		
Benedict College (SC)	*	*	*	
Benedictine College (KS)		*	*	
BENNETT COLLEGE (NC)	*	*	*	*
Bentley College (MA)	*	*	*	
Berkshire Christian College (MA)			*	
Berry College (GA)	*			
Bethany College (KS)		*	*	*
Bethany College (WV)				*
Bethany Nazarene College (OK)		*	*	
Bethany Theological Seminary (IL)			*	*
Bethel College (IN)		*		
Bethel College (KS)	*	*		*
Bethel College (MN)		*		*
Bethel College (TN)		*		
BETHUNE-COOKMAN COLLEGE (FL)	*	*	*	*
BIOLA UNIVERSITY (CA)	*	*	*	*
Birmingham-Southern College (AL)		*	*	*
BISHOP COLLEGE (TX)	*	*	*	*
Blackburn College (IL)		*		
Bloomfield College (NJ)	*	*		**
Bluffton College (OH)	*	*	*	
Boricua College (NY)		*		
Boston College (MA)		*	*	*
Boston University (MA)	*	*		*
BRADLEY UNIVERSITY (IL)	*	*	*	*
BRIAR CLIFF COLLEGE (IA)	*	*	*	*
BRIDGEWATER COLLEGE (VA)	*	*	*	*
Brigham Young University (UT)			*	
Bryan College (TN)	*			*
Bryant College (RI)		*	**	**
Bryn Mawr College (PA)		*	*	*
BUCKNELL UNIVERSITY (PA)	*	*	*	*
Buena Vista College (IA)			*	
Butler University (IN)		*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86
Cabrini College (PA)				**
California Baptist College (CA)	*	*		
California Lutheran College (CA)			*	
California School of Professional Psychology (CA)			*	
Calumet College (IN)				*
Calvin College (MI)	*		*	
Campbellsville College (KY)			*	
Canisius College (NY)	*	*	*	
Capital University (OH)	*	*	*	
Capitol Institute of Technology (MD)			*	*
Cardinal Glennon College (MO)				*
Carlow College (PA)				*
Carnegie-Mellon University (PA)	*		*	*
Carroll College (MT)		*	*	
Carroll College (WI)			*	*
Case Western Reserve University (OH)			*	
Catawba College (NC)		*	*	*
Catholic Theological Union at Chicago (IL)			*	*
Catholic University of America, The (DC)			*	*
Catholic University of Puerto Rico (PR)	*		*	*
CEDAR CREST COLLEGE (PA)	*	*	*	*
CEDARVILLE COLLEGE (OH)	*	*	*	*
Centenary College (NJ)	*	*		
Center for Creative Studies-College of Art & Design (MI)	*			
Central Christian College of the Bible (MO)				*
CENTRAL COLLEGE (IA)	*	*	*	*
Central Wesleyan College (SC)		*		*
CHAMINADE UNIVERSITY OF HONOLULU (HI)	*	*	*	*
Chapman College (CA)			*	
Chicago Theological Seminary (IL)				*
Christ College Irvine (CA)				*
Christ Seminary--Seminex (IL)				*
Christian Brothers College (TN)		*	*	*
Christian Theological Seminary (IN)			*	*
Church Divinity School of the Pacific (CA)				*
Claflin College (SC)			*	
Claremont Graduate School (CA)			*	
Claremont McKenna College (CA)			*	
Clark College (GA)			**	*
CLARK UNIVERSITY (MA)	*	*	*	*
Clarke College (IA)	*		*	
Clarkson University (NY)	*		*	*
Coe College (IA)		*		
Cogswell Polytechnical College (CA)		*	*	
Coker College (SC)			*	
Colby College (ME)	*			
Colgate University (NY)	*	*	*	
College of Great Falls (MT)		*	*	*
College of Idaho, The (ID)		*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86
COLLEGE MISERICORDIA (PA)	*	*	*	*
College of Mount Saint Vincent (NY)		*	*	*
College of Mount St. Joseph (OH)	*		*	*
College of New Rochelle (NY)		*	*	*
COLLEGE OF NOTRE DAME (CA)	*	*	*	*
College of Notre Dame of Maryland (MD)				*
College of Saint Benedict (MN)			*	*
College of Saint Elizabeth (NJ)		*	*	*
College of Saint Mary (NE)				*
COLLEGE OF SAINT ROSE, THE (NY)	*	*	*	*
College of Saint Teresa (MN)	*			
College of St. Catherine (MN)	*		*	
College of St. Joseph (VT)			*	*
COLLEGE OF ST. SCHOLASTICA (MN)	*	*	*	*
COLLEGE OF THE HOLY CROSS (MA)	*	*	*	*
College of the Ozarks, The (AR)		*		*
College of Wooster, The (OH)	*	*	*	
Columbia Bible College (SC)	*		*	
Columbia Christian College (OR)			*	
COLUMBIA COLLEGE (MO)	*	*	*	*
Columbia College (SC)		*		
Columbia University in the City of New York (NY)			*	
Concordia College (MI)		*	*	*
Concordia College (MN)	*		*	*
Concordia College (NY)			*	*
Concordia College (OR)			*	
Concordia College Wisconsin (WI)			*	*
Concordia Seminary (MO)	*		*	
Converse College (SC)	*		*	*
Cooper Union for the Advancement of Science and Art, The (NY)		*	*	*
Cornell College (IA)			*	*
Cornell University (NY)			*	*
Covenant College (TN)			*	*
CREIGHTON UNIVERSITY (NE)	*	*	*	*
Culver-Stockton College (MO)		*		
Curry College (MA)		*	*	**
D'YOUVILLE COLLEGE (NY)	*	*	**	**
Dakota Wesleyan University (SD)	*			*
Dallas Baptist College (TX)			*	
Dallas Theological Seminary (TX)	*		*	
Dartmouth College (NH)		*		
David Lipscomb College (TN)			*	
DAVIS & ELKINS COLLEGE (WV)	*	*	*	*
De Sales School of Theology (DC)			*	*
DEFIANCE COLLEGE, THE (OH)	*	*	*	*
DEPAUL UNIVERSITY (IL)	*	*	*	*
DePauw University (IN)		*	*	*
DeVRY Institute of Technology (IL)				*
DICKINSON COLLEGE (PA)	*	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86
Divine Word College (IA)			*	
Doane College (NE)	*	*		*
Dominican College of Blauvelt (NY)				*
Dominican College of San Rafael (CA)		*		
Don Bosco College (NJ)		*		
Dordt College, Inc. (IA)	*	*	*	
Dowling College (NY)	*			
DRAKE UNIVERSITY (IA)	*	*	*	*
DREW UNIVERSITY (NJ)	*	*	*	*
Drury College (MO)	*			
Duke University (NC)			*	*
Duquesne University (PA)	*	*	*	
East Texas Baptist University (TX)	*	*	*	
Eastern College (PA)		*		
Eastern Mennonite College (VA)			*	*
ECKERD COLLEGE (FL)	*	*	*	*
Eden Theological Seminary (MO)			*	
Edward Waters College (FL)	*			
Elmhurst College (IL)		*	*	*
Elmira College (NY)	*		*	*
Elms College (MA)		*	*	*
Elon College (NC)		*	*	
Embry-Riddle Aeronautical University (AZ)			*	
Emerson College (MA)			**	**
Emmanuel College (MA)		*		**
Emory and Henry College (VA)	*	*	*	
Emory University (GA)				*
Episcopal Divinity School (MA)			*	
Erskine College (SC)		*	*	*
Evangel College (MO)	*	*		
Fairfield University (CT)			*	**
Fairleigh Dickinson University at Madison (NJ)				**
Fairleigh Dickinson University at Rutherford (NJ)				**
Fairleigh Dickinson University at Teaneck (NJ)				**
Faith Baptist Bible College (IA)				*
Felician College (NJ)				*
FERRUM COLLEGE (VA)	*	*	*	*
Findlay College (OH)	*	*		
Flagler College (FL)			*	
FONTBONNE COLLEGE (MO)	*	*	*	*
Fordham University (NY)		*	*	
Fort Wayne Bible College (IN)	*		*	*
Franklin and Marshall College (PA)		*	*	*
Franklin College of Indiana (IN)	*	*	*	
Franklin Pierce College (NH)			**	**
FURMAN UNIVERSITY (SC)	*	*	*	*
Gallaudet College (DC)	*		*	*
Gannon University (PA)	*	*		
Garrett-Evangelical Theogical Seminary (IL)			*	*
Geneva College (PA)		*	*	

Participating Institutions (continued):	82-83	83-84	84-85	85-86
George Fox College (OR)				*
GEORGE WASHINGTON UNIVERSITY, THE (DC)	*	*	*	*
George Williams College (IL)	*	*	*	
Georgetown College (KY)	*		*	*
GEORGETOWN UNIVERSITY (DC)	*	*	*	*
Georgian Court College (NJ)	*		*	*
GMI Engineering & Management Institute (MI)			*	
Gonzaga University (WA)		*	*	*
Gordon College (MA)	*		*	
Gordon-Conwell Theological Seminary (MA)			*	
Goshen College (IN)	*	*	*	
Goucher College (MD)	*	*	*	
Grace Bible College (MI)			*	
Grace College of the Bible (NE)			*	
Grace College & Theological Seminary (IN)			*	
Grace Schools, Inc. (IN)	*			
GRACELAND COLLEGE (IA)	*	*	*	*
Grand Canyon College (AZ)				*
Grand View College (IA)			*	*
Gratz College (PA)			**	
Greensboro College (NC)		*		*
Guilford College (NC)		*	*	*
Gulf Coast Bible College (TX)			*	
Gwenedd-Mercy College (PA)	*			
Hahnemann University (PA)			*	
Hamilton College (NY)	*			*
Hamline University (MN)	*	*		*
Hampshire College (MA)	*			
Hampton University (VA)	*			*
Hannibal-LaGrange College (MO)				*
HANOVER COLLEGE (IN)	*	*	*	*
Hartford College (CT)			*	
HARTWICK COLLEGE (NY)	*	*	*	*
Hastings College (NE)	*			*
Haverford College (PA)	*			
Hawaii Loa College (HI)		*		
HEIDELBERG COLLEGE (OH)	*	*	*	**
Hellenic College, Inc. (MA)				*
Hendrix College (AR)				*
High Point College (NC)	*	*	*	
Hiram College (OH)	*			
Hollins College (VA)			*	*
Holy Family College (PA)	*			*
HOOD COLLEGE (MD)	*	*	*	*
HOPE COLLEGE (MI)	*	*	*	*
Houghton College (NY)				*
Howard Payne University (TX)		*		
Howard University (DC)				*
Huntington College (IN)	*	*	*	
Huron College (SD)				*
HUSSON COLLEGE (ME)	*	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86
Huston-Tillotson College (TX)		✲	✲	✲
ILLINOIS BENEDICTINE COLLEGE (IL)	✲	✲	✲	✲
Illinois College (IL)		✲	✲	
Illinois College of Optometry (IL)	✲			
Illinois Institute of Technology (IL)			✲	✲
IMMACULATA COLLEGE (PA)	✲	✲	✲	✲
Incarnate Word College (TX)				✲
Indiana Central University (IN)				✲
Inter American University of Puerto Rico --Metropolitan campus (PR)		✲		
Inter American University of Puerto Rico --San German (PR)			✲	✲
Inter American University of Puerto Rico at San Juan (PR)			✲	
IONA COLLEGE (NY)	✲	✲	✲	✲
Iowa Wesleyan College (IA)				✲
ITHACA COLLEGE (NY)	✲	✲	✲	✲
Jacksonville University (FL)	✲	✲		✲
Jarvis Christian College (TX)		✲		✲
Jesuit School of Theology at Berkeley (CA)			✲	
John B. Stetson University (FL)	✲	✲	✲	
John Brown University (AR)		✲		
JOHN CARROLL UNIVERSITY (OH)	✲	✲	✲	✲
John F. Kennedy University (CA)				✲
Johns Hopkins University (MD)		✲		✲
Johnson C. Smith University (NC)		✲	✲	
Judson College (IL)		✲	✲	✲
Kalamazoo College (MI)	✲		✲	✲
Kansas Wesleyan (KS)		✲	✲	
Kentucky Wesleyan College (KY)	✲	✲		✲✲
Kenyon College (OH)		✲	✲	✲
Keuka College (NY)		✲		✲
King College (TN)			✲	
KING'S COLLEGE (PA)	✲	✲	✲	✲
King's College, The (NY)				✲
LA ROCHE COLLEGE (PA)	✲	✲	✲	✲
LAFAYETTE COLLEGE (PA)	✲	✲	✲	✲
LaGrange College (GA)	✲	✲	✲	
Lake Forest College (IL)				✲
LAKELAND COLLEGE (WI)	✲	✲	✲	✲
LAMBUTH COLLEGE (TN)	✲	✲	✲	✲
Lancaster Bible College (PA)			✲	✲
Le Moyne College (NY)			✲	✲
Le Tourneau College (TX)	✲	✲	✲	
Lebanon Valley College (PA)			✲	✲
Lehigh University (PA)	✲			
Lenoir-Rhyne College (NC)				✲
Lewis & Clark College (OR)			✲	✲
Lewis University (IL)	✲			✲
Lexington Theological Seminary (KY)				✲
Liberty Baptist College & Schools (VA)		✲		

Participating Institutions (continued):	82-83	83-84	84-85	85-86
Limestone College (SC)		☆		☆
LINCOLN MEMORIAL UNIVERSITY (TN)	☆	☆	☆	☆
Linfield College (OR)	☆		☆	☆
Loma Linda University (CA)	☆	☆		
Long Island University (NY)			☆☆	☆☆
Loras College (IA)			☆	☆
Loretto Heights College (CO)		☆		
Louisiana College (LA)				☆
Louisville Presbyterian Theological Seminary (KY)			☆	☆
LOYOLA COLLEGE (MD)	☆	☆	☆	☆
Loyola Marymount University (CA)		☆		
Lubbock Christian College (TX)		☆	☆	☆
LUTHER COLLEGE (IA)	☆	☆	☆	☆
LYCOMING COLLEGE (PA)	☆	☆	☆	☆
Lynchburg College (VA)		☆	☆	☆
Macalester College (MN)			☆	
MacMurray College (IL)		☆		
Madonna College (MI)				☆
Malone College (OH)	☆	☆	☆	
Manhattan Christian College (KS)			☆	☆
Manhattan College (NY)			☆	
Manhattanville College (NY)		☆	☆	
Marion College (IN)			☆	☆☆
MARIST COLLEGE (NY)	☆	☆	☆	☆☆
Mars Hill College (NC)	☆			☆
MARY BALDWIN COLLEGE (VA)	☆	☆	☆	☆
Marygrove College (MI)	☆			☆
Maryknoll School of Theology (NY)			☆	☆
MARYMOUNT COLLEGE (NY)	☆	☆	☆	☆☆
MARYMOUNT MANHATTAN COLLEGE (NY)	☆	☆	☆	☆
Maryville College (MO)	☆	☆	☆	
MARYVILLE COLLEGE (TN)	☆	☆	☆	☆
MARYWOOD COLLEGE (PA)	☆	☆	☆	☆
Mass College of Pharmacy and Allied Health Sciences (MA)				☆
Massachusetts Institute of Technology (MA)			☆	
McKendree College (IL)	☆		☆	☆
McMurray College (TX)	☆			
McPherson College (KS)		☆	☆	☆
Medical College of Wisconsin (WI)	☆			
Mennonite Brethren Biblical Seminary (CA)			☆	☆
Mercer University (GA)			☆	☆
Mercy College (NY)		☆		
MERCY COLLEGE OF DETROIT (MI)	☆	☆	☆	☆
Mercyhurst College (PA)			☆	☆
Meredith College (NC)	☆	☆		☆
MERRIMACK COLLEGE (MA)	☆	☆	☆	☆
Mid-America Nazarene College (KS)	☆			
Midland Lutheran College (NE)	☆			☆
MILLIKIN UNIVERSITY (IL)	☆	☆	☆	☆

Participating Institutions (continued):	82-83	83-84	84-85	85-86
Mills College (CA)		✲		
Millsaps College (MS)				✲
Milwaukee School of Engineering (WI)			✲	✲
Minneapolis College of Art and Design (MN)	✲		✲	✲
Minnesota Bible College (MN)			✲	
Missouri Baptist College (MO)			✲	✲
Molloy College (NY)	✲	✲		✲
Monmouth College (NJ)	✲	✲		
Monterey Institute of International Studies (CA)				✲
MORAVIAN COLLEGE (PA)	✲	✲	✲	✲
Morningside College (IA)		✲		✲
Morris Brown College (GA)	✲	✲		✲
MOUNT MARY COLLEGE (WI)	✲	✲	✲	✲
MOUNT MARTY COLLEGE (SD)	✲	✲	✲	✲
Mount Mercy College (IA)	✲		✲	✲
Mount Saint Clare College (IA)		✲	✲	
Mount Saint Mary's College (MD)		✲	✲	
Mount Senario College (WI)		✲	✲	
Mount St. Mary's College (CA)	✲			✲
MOUNT VERNON COLLEGE (DC)	✲	✲	✲	✲
Mount Vernon Nazarene College (OH)				✲
Mundelein College (IL)	✲	✲		
Muskingum College (OH)		✲		✲
Nazarene Theological Seminary (MO)			✲	✲
NAZARETH COLLEGE AT KALAMAZOO (MI)	✲	✲	✲	✲
Nazareth College of Rochester (NY)		✲	✲	
Nebraska Wesleyan University (NE)	✲			
Neumann College (PA)		✲	✲	✲
New Brunswick Theological Seminary (NJ)			✲	
New England College (NH)			✲	✲
New York Theological Seminary (NY)				✲
Newberry College (SC)		✲	✲	✲✲
Nichols College (MA)			✲	
North Carolina Wesleyan College (NC)	✲	✲		
North Central College (IL)		✲	✲	✲
NORTH PARK COLLEGE (IL)	✲	✲	✲	✲
Northeastern University (MA)			✲	
Northern Baptist Theological Seminary (IL)				✲
Northland College (WI)				✲✲
Northrop University (CA)			✲	✲
Northwestern College (IA)		✲	✲	✲
NORTHWESTERN COLLEGE (MN)	✲	✲	✲	✲
Northwestern University (IL)		✲		
Norwich University (VT)		✲		✲
Notre Dame College (NH)	✲		✲	
Notre Dame College of Ohio (OH)			✲	✲
Oakwood College (AL)			✲	✲
Oglethorpe University (GA)	✲			✲
Ohio Dominican College (OH)	✲		✲	
Ohio Northern University (OH)		✲		✲

Participating Institutions (continued):	82-83	83-84	84-85	85-86
OKLAHOMA BAPTIST UNIVERSITY (OK)	*	*	*	*
Oklahoma Christian College (OK)		*	*	*
Olivet College (MI)			*	
Olivet Nazarene College (IL)	*			
Open Bible College (IA)			*	
Ottawa University (KS)		*		*
Otterbein College (OH)		*	*	
Our Lady of Holy Cross College (LA)		*	*	*
Our Lady of the Lake University (TX)	*			*
Pacific Christian College (CA)				*
Pacific Lutheran University (WA)	*			
Pacific University, College of Arts and Sciences (OR)	*			
Paine College (GA)	*			
Palm Beach Atlantic College (FL)		*		
Park College (MO)	*	*		**
Parks College of St. Louis University (IL)				*
Patten College (CA)			*	
Pennsylvania College of Optometry (PA)	*			
Pepperdine University (CA)	*		*	**
Pfeiffer College (NC)			*	
Philadelphia College of Art (PA)				*
Philadelphia College of Bible (PA)			*	
Philadelphia College of Performing Arts (PA)				*
Philadelphia College of Textiles and Science (PA)				*
PHILLIPS UNIVERSITY (OK)	*	*	*	*
Piedmont College (GA)				*
Pikeville College (KY)		*	*	*
Pittsburgh Theological Seminary (PA)				*
POINT LOMA NAZARENE COLLEGE (CA)	*	*	*	*
Point Park College (PA)	*			
Polytechnic Institute of New York (NY)			*	*
Post College (CT)	*		*	
Presbyterian College (SC)	*	*		*
Presbyterian School of Christian Education (VA)			*	*
Princeton Theological Seminary (NJ)	*			*
Principia College (IL)	*		*	*
Queens College (NC)		*		
Quincy College (IL)		*	*	*
QUINNIPIAC COLLEGE (CT)	*	*	**	**
RANDOLPH-MACON COLLEGE (VA)	*	*	*	*
Randolph-Macon Woman's College (VA)	*		*	*
Reed College (OR)		*	*	*
Reformed Bible College (MI)			*	*
Reformed Theological Seminary (MS)				*
REGIS COLLEGE (CO)	*	*	**	**
Regis College (MA)	*	*		**
Rensselaer Polytechnic Institute (NY)	*		*	*
Rhode Island School of Design (RI)			**	**
Rhodes College (TN)		*		*

Participating Institutions (continued):	82-83	83-84	84-85	85-86
RICE UNIVERSITY (TX)	*	*	*	*
RIDER COLLEGE (NJ)	*	*	**	**
Rio Grande College (OH)	*		**	
Ripon College (WI)		*		*
Robert Morris College (PA)	*			
Rochester Institute of Technology (NY)				*
ROCKFORD COLLEGE (IL)	*	*	*	*
Rockhurst College (MO)		*	*	*
Rockmont College (CO)			*	
Rocky Mountain College (MT)				*
Rollins College (FL)	*			
Roosevelt University (IL)	*		*	*
Rose-Hulman Institute of Technology (IN)			*	*
Rosemont College of the Holy Child Jesus (PA)	*	*		
Russell Sage College (NY)				*
Rust College (MS)	*			*
Sacred Heart College (NC)		*	*	*
Sacred Heart University (CT)	*		*	*
Saint Anselm College (NH)	*	*	*	
Saint Augustine's College (NC)			*	
Saint John's University (MN)		*		**
SAINT JOSEPH COLLEGE (CT)	*	*	*	*
Saint Joseph's College (CA)			*	
Saint Joseph's College (IN)	*	*		
Saint Leo College (FL)		*		
Saint Mary College (KS)		*	*	*
Saint Mary's College (IN)	*			
Saint Mary's College (MN)	*		*	*
Saint Michael's College (VT)			*	*
Saint Paul's College (VA)		*	*	
SAINT PETER'S COLLEGE (NJ)	*	*	*	*
Saint Thomas Theological Seminary (CO)			*	*
SAINT VINCENT COLLEGE (PA)	*	*	*	*
Saint Xavier College (IL)		*		
Salem College (NC)		*	*	*
Salem College (WV)		*		*
Salve Regina - The Newport College (RI)	*	*		**
Samford University (AL)				*
San Jose Bible College (CA)				*
Santa Clara University (CA)				*
Sarah Lawrence College (NY)	*			
Scarrit College (TN)		*		*
School for International Training of the Experiment in International Living (VT)			*	
School of the Art Institute of Chicago, The (IL)			*	*
SCHOOL OF THE OZARKS, THE (MO)	*	*	*	*
School of Theology at Claremont (CA)				*
Scripps College (CA)			*	
Seabury-Western Theological Seminary (IL)			*	
Seattle Pacific University (WA)	*		**	**

Participating Institutions (continued):	82-83	83-84	84-85	85-86
SEATTLE UNIVERSITY (WA)	*	*	*	*
Seton Hall University (NJ)				**
SETON HILL COLLEGE (PA)	*	*	*	*
Sheldon Jackson College (AK)				*
Shenandoah College & Conservatory of Music (VA)	*			
SIENA COLLEGE (NY)	*	*	*	*
SIENA HEIGHTS COLLEGE (MI)	*	*	*	*
Simpson College (CA)		*	*	
SIMPSON COLLEGE (IA)	*	*	*	*
Sioux Falls College (SD)		*		
Skidmore College (NY)			*	*
Southeastern Bible College (AL)				*
Southeastern University (DC)				*
Southern California College (CA)		*	*	
Southern College of Seventh-Day Adventists (TN)		*		
Southern Methodist University (TX)	*	*	*	
Southwest Baptist University (MO)			*	*
Southwestern Adventist College (TX)			*	
Southwestern Assemblies of God College (TX)			*	*
Southwestern College (KS)	*	*	*	
Southwestern University (TX)	*	*		
Spalding University (KY)		*	*	*
Spelman College (GA)		*		*
Spring Hill College (AL)		*	*	
Springfield College (MA)		*	*	*
St. Andrews Presbyterian College (NC)		*		
St. Bonaventure University (NY)		*		*
St. Edward's University (TX)	*		*	*
St. Francis College (NY)		*	*	*
St. John Vianney College Seminary (FL)			*	
St. John's University (NY)	*			
St. Lawrence University (NY)				*
St. Martin's College (WA)		*	*	
ST. MARY'S COLLEGE OF CALIFORNIA (CA)	*	*	*	*
St. Mary's Dominican College (LA)	*	*		
St. Mary's Seminary College (MO)			*	
St. Mary's University (TX)		*	*	*
ST. NORBERT COLLEGE (WI)	*	*	*	*
St. Paul Bible College (MN)	*			
Stephens College (MO)	*			
Stillman College (AL)				*
Stevens Institute of Technology (NJ)			*	*
Strayer College (DC)	*			
SUFFOLK UNIVERSITY (MA)	*	*	*	*
Susquehanna University (PA)	*		*	*
Sweet Briar College (VA)	*	*		
Syracuse University (NY)	*	*	*	
Tabor College (KS)		*	*	*
Talladega College (AL)			*	

Participating Institutions (continued):	82-83	83-84	84-85	85-86
Taylor University (IN)		*	*	*
Tennessee Wesleyan College (TN)				*
Texas Christian University (TX)		*	*	*
Texas College (TX)		*		
Texas Lutheran College (TX)		*		*
Thiel College (PA)		*		
Thomas College (ME)	*		*	*
Thomas More College (KY)		*	*	
Tiffin University (OH)				*
Tift College (GA)				*
Tougaloo College (MS)			*	
Transylvania University (KY)	*	*	*	
Tri-State University (IN)		*		*
Trinity Christian College (IL)			*	*
Trinity College (CT)		*		
Trinity College (DC)	*	*	*	
Trinity College (IL)	*	*		
TRINITY COLLEGE (VT)	*	*	*	*
Trinity Lutheran Seminary (OH)				*
TRINITY UNIVERSITY (TX)	*	*	*	*
Tulane University (LA)	*		*	*
Tuskegee Institute (AL)	*		*	
Union College (KY)			*	
Union Theological Seminary in Virginia (VA)			*	
United Theological Seminary of the Twin Cities (MN)			*	*
Unity College (ME)	*			
Universidad Central de Bayamon (PR)			*	
University of Dallas, The (TX)		*	*	*
UNIVERSITY OF DAYTON (OH)	*	*	*	*
University of Denver (CO)	*			
University of Detroit (MI)	*		**	*
University of Dubuque (IA)		*	**	
University of Evansville (IN)				*
University of Hartford (CT)			*	
University of Judaism (CA)			*	
UNIVERSITY OF LAVERNE (CA)	*	*	*	*
University of Mary Hardin Baylor (TX)		*		
UNIVERSITY OF MIAMI (FL)	*	*	*	*
University of New England-Undergraduate Colleges (ME)		*		
University of New Haven (CT)		*		
University of Pennsylvania (PA)	*			
UNIVERSITY OF PORTLAND (OR)	*	*	*	*
University of Puget Sound (WA)				*
University of Richmond (VA)			*	*
University of Redlands (CA)			*	
UNIVERSITY OF SAN DIEGO (CA)	*	*	*	*
University of San Francisco (CA)		*		
University of Santa Clara (CA)	*	*	*	
UNIVERSITY OF SCRANTON (PA)	*	*	*	**

Participating Institutions (continued):	82-83	83-84	84-85	85-86
University of St. Thomas (TX)			*	*
University of the Sacred Heart (PR)	*	*	*	
University of the South, The (TN)		*	*	*
UNIVERSITY OF TAMPA (FL)	*	*	*	*
University of Tulsa (OK)		*	*	*
Upsala College (NJ)	*		*	
Urbana University (OH)			*	
URSULINE COLLEGE (OH)	*	*	*	*
Utica College of Syracuse University (NY)			**	
Valparaiso University (IN)		*	*	*
Vassar College (NY)	*		*	
VILLA MARIA COLLEGE (PA)	*	*	*	*
Virginia Union University (VA)		*	*	
Virginia Wesleyan College (VA)	*			
VITERBO COLLEGE (WI)	*	*	*	*
Voorhees College (SC)	*			*
Wabash College (IN)	*	*	*	
Wagner College (NY)		*		
Walla Walla College (WA)				*
WALSH COLLEGE (OH)	*	*	*	**
Walsh College of Accountancy & Business Administration (MI)			*	
Warner Pacific College (OR)		*		*
Warner Southern College (FL)		*	*	*
Wartburg College (IA)			*	*
Wartburg Theological Seminary (IA)			*	*
WASHINGTON AND JEFFERSON COLLEGE (PA)	*	*	*	*
Washington and Lee University (VA)		*		*
Washington Bible College (MD)			*	*
WAYNESBURG COLLEGE (PA)	*	*	*	*
Webb Institute of Naval Architecture (NY)			*	*
Wentworth Institute of Technology (MA)	*			**
Wesleyan College (GA)				*
Wesleyan University (CT)			*	
WEST VIRGINIA WESLEYAN COLLEGE (WV)	*	*	*	*
Western Baptist College (OR)		*		*
Western Bible College (CO)			*	
Western Conservative Baptist Seminary (OR)	*		*	*
Western Maryland College (MD)		*	*	*
Western New England College (MA)		*	*	*
WESTMAR COLLEGE (IA)	*	*	*	*
Westminster College of Salt Lake City (UT)		*	*	*
Westminster Theological Seminary (PA)			*	
Wheaton College (MA)				*
Wheeling College (OH)		*		
Wheeling College (WV)	*		*	
WHITMAN COLLEGE (WA)	*	*	*	*
Whittier College (CA)		*	*	*
Widener University (PA)	*	*	*	
Wilberforce University (OH)				**
Wilkes College (PA)	*	*		*

Participating Institutions (continued):	82-83	83-84	84-85	85-86
WILLIAM JEWELL COLLEGE (MO)	☆	☆	☆	☆
WILLIAM PENN COLLEGE (IA)	☆	☆	☆	☆
Williams College (MA)		☆		
Wilmington College (DE)		☆		☆
Wilmington College (OH)	☆	☆	☆	
Wilson College (PA)		☆		☆
Wingate College (NC)			☆	☆
WITTENBURG UNIVERSITY (OH)	☆	☆	☆	☆☆
Worcester Polytechnic Institute (MA)	☆		☆	
Xavier University (OH)	☆	☆	☆	
York College of Pennsylvania (PA)		☆	☆	
	299	355	446	440

TOTAL OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN THE SURVEY AT LEAST ONCE DURING THE FOUR YEARS OF THE SURVEY:: 691

TOTAL OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN EACH OF THE FOUR YEARS OF THE SURVEY:: 125

TOTAL OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN THE "TREND STUDY YEARS" OF 1982-83 (FIRST) AND 1985-86 (FOURTH):: 193

GRAND TOTAL OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN THE CUPA NATIONAL FACULTY SURVEY BY DISCIPLINE AND RANK OVER THE FOUR YEARS (1982-83, 1983-84, 1984-85, and 1985-86), OF THE SURVEY:: 1,540

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